



EUROPEAN
JOB DAYS

Living & Working in **CROATIA**

🕒 21 February 2024 | 10:10



About Croatia

- Capital city: Zagreb
- Size: 56 594 km², Coastline: 5 835 km
- Population: 3 871 833 (2021 Census)
- Official language: Croatian
- EU Member since 1 July 2013
- Currency: EURO
- Largest cities: Zagreb, Split, Rijeka, Osijek
- Neighbouring countries: Slovenia, Hungary, Serbia, Bosnia and Herzegovina, Montenegro, Italy (sea border)



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Natural beauties and heritage

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Entry and stay in Croatia

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Nationals of an EEA member country and Switzerland

- **For up to 3 months** – don't have to register
- **More than 3 months** – must report as a temporary resident
- **Permanent stay** – after 5 years of continuous legal residence

Third country nationals (non-EU)

- Required to have a **stay and work permit**
- An **offer of employment** from a Croatian employer
- Easier procedure for seasonal workers in agriculture, forestry, hospitality and tourism sectors for a period of up to 90 days in the course of one calendar year



Cost of living

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- Bread 0.8-2 €
- Milk (1 l) 0.82-1.5 €
- Eggs (12 pcs) 1.91-3.6 €
- Apples (1 kg) 0.93-2 €
- Water (1.5 l bottle) 0.66-1.5 €
- Beer (0,5 l) store 1-2 € / bar 2-4 €)
- Cinema (ticket) 5-9 €
- Fuel (1 l) 1.4-1.86 €



Labour market trends

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According to the Croatian Bureau of Statistics, registered unemployment rate in the 3rd quarter of 2023 was **5.5%**

Shortages

- Bricklayer, carpenter, concrete placer, concrete finisher, welder, plasterer, house builders, earth moving and related plant operator, stonemason, crane operator, cabinet-maker, building construction labourer, civil engineering labourer, pipe fitter, painter, roofer, plumber, building repairs electrician, insulation worker, fitter of metal structures, tile setter, floor layer, locksmith, electrical mechanic, electrician,...
- Heavy truck and lorry driver, motor vehicle mechanics, spray painters, sheet metal workers
- Chef, butcher, baker, pastry chef
- Computer programmer, UI designer, system administrator

Surpluses

Photographers, economists, administrative secretaries, clerks, graphic technicians, ecology technicians, hotel front desk clerks



Most wanted profiles

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Tourism and hospitality in Croatia

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- Tourism is undoubtedly the most important economic branch
- Tourist season generally lasts from the beginning of April to the end of October
- The number of employees in the sector is between 6.5 and 13.3%
- The share of tourism and hospitality sector in the GDP is between 11 and 18% (EU leader)
- With around 20.6 million tourist arrivals in 2023 and a multi-year trend of increasing that number, Croatia is one of the most visited countries in the Mediterranean



Labour conditions

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- Prescribed minimum wage gross 840 EUR, net approx. 677 EUR per month
- Average net wage approx. 1 208 EUR per month
- Average net wage in the tourism and hospitality sector varies from ca. 800 EUR per month (cleaner) to ca. 1300 EUR per month (chef)
- Social insurance contributions – pension 20%, health 16.5% (deducted from the salary)
- Income tax rates are between 20% and 30%



Labour conditions

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- Types of contract (Indefinite period, fixed-term work contracts - up to 3 years, seasonal employment and service contract)
- Written work contract (probation period also under contract)
- 40 working hours max per week (daily work time max 12 hours, except seasonal activities - max of 14 hours a day)
- Overtime: not more than 8 hours a week, 32 hours per month or 180 hours per year
- Paid annual leave of at least 4 weeks in a calendar year
- Probation period for no longer than 6 months
- Workers' rights protection – Unions, Labour Inspection



Job search

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Registration as a jobseeker with PES

- OIB (personal identification number)
- Valid identification document from the home country
- Registered address in Croatia

Job search

Websites


- www.hzz.hr (Croatian Employment Service)
- www.sezonski.hzz.hr (Croatian Employment Service)
- <https://eures.europa.eu> (EURES portal)
- www.moj-posao.net, www.posao.hr (private)
- Private employment agencies ([DEKRA](#), [Adecco](#), [Manpower](#))



THANK YOU FOR YOUR ATTENTION!

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